



June 5, 2019

2019 Legislative Session

HR Managers Meeting

OFM

OFFICE OF FINANCIAL MANAGEMENT

Work Place Environment Bills

Sexual Harassment/Stalking reporting, protection of information

- Agency employees/harassment (SHB 1692)
SHR Lead – Shea Gomez - Requires the Attorney General to create model policies. SHR will monitor policies.

Meal and Rest Periods

- Concerning reasonable accommodation for the expression of breast milk in the workplace. (HB 1930/SB 5911)
SHR Lead – Caroline Kirk – WAC 357 rule change(s) – Employers weigh in during the rule-making process.

Domestic Violence

- DV Resources in Workplace (HB 1533) – Requires ESD create a poster for DV and requires employers to post with other employment posters.

Work Place Environment Bills

Leave/Child Care

- **State Employee Child Care** (HB 1145 & **SSHB 1344**)
SHR Lead – Hayley Hohman - OFM will conduct survey on child care access and affordability. SHR is already coordinating closely with DCYF, HCA and Commerce. SHR will continue to do so before the survey deploys later this summer/fall.
- **Paid family & Med Leave** (**SHB 1399**/SSB 5449)
SHR Lead – Brandy Chinn – Consider changes in PFML rule-making. Employers weigh in during that process.

Work Place Rules Bills

Wage and salary information

- **Wage and Salary Information (ESHB 1696)**
SHR Lead – Joe Antczak – SHR will present on this at the July 10th HR Mgrs. Will post communication and materials in the HR Professional Portal and will work to get information included in Supervisor Essentials Training.
- **Long-Term Services & Support (HB 1087/SB 5331)**
SHR Lead – Connie Goff/Brandy Chinn – Possible rules changes and as a new cost and benefit impacts will need to be bargained.

Work Place Rules Bills

Staffing

- Immigrants in the workplace (HB 1815/**ESSB 5497**)
SHR Lead – Joe Antczak - SHR will monitor activity from the "Keep Washington Working" statewide work group. In addition, SHR will monitor model policies developed by the attorney general in relation to limiting personal information an agency can request related to immigration or citizenship status".

Diversity, Equity and Inclusion

- I-1000
SHR Lead – Robin Vasquez – SHR is exploring implications and impacts of this initiative. SHR is currently waiting to see if the referendum signature gathering efforts produce enough signatures to place this on the November ballot. SHR will be communicating with agencies as we consider the policy approach for the state enterprise.

Public Disclosure Bills

- ☐ Campaign finance (**SHB 1195**/SB 5112)
- ☐ FDA non public information (SB 5455/**HB1385**) An act relating to exempting United States food and drug administration nonpublic information from disclosure under the state public disclosure act.
- ☐ Personal information (2SSB 5064/**SHB 1071**) - An act relating to breach of security systems protecting personal information.
- ☐ Exempting the disclosure of names in employment investigation records (**EHB 2020**/SB 5929)
- ☐ Public records administration (**ESHB 1667**/SB 5667)
- ☐ Hours for inspection and copying public records (**SB 5787**)

Labor Relations Bills

- Correctional employees arbitration (**SSB 5021**/SHB 1042)
SHR Lead – Tanya Aho – working with DOC
- Assistant AG bargaining (HB 1299/**SB 5297**)
SHR Lead – Diane Lutz – working with AGO
- Collective bargaining dues (**HB 1575**/SB 5623)
SHR Lead – Jenny Sheehan – Working with the unions
- Adult Family Home Training Network (**2SSB 5672**)
SHR Lead – Ann Green – Working with DSHS

2019-21 Budgets

- ☐ The 2019-21 Operating, Capital and Transportation Budgets were approved by the Legislature
- ☐ General wage increase of 3% effective 7/1/2019 and 3% effective 7/1/2020
- ☐ Targeted increases to address issues such as recruitment, retention or higher level duties in certain classifications including the new IT structure
- ☐ Minimum starting wage of \$14/hour and King County premium pay of 5%
- ☐ Continuation of health care premium split of 85% employer/15% employee, \$250 contribution to a flexible spending accounts for certain eligible represented employees
- ☐ Improvement and efficiency reduction for agencies over 100 FTEs



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